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# MANUAL

OF THE

# FOREIGN MISSION BOARD

OF THE

# BAPTIST CONVENTION OF ONTARIO AND QUEBEC.

FOR THE USE OF

**MISSIONARIES AND MISSIONARY CANDIDATES.**

*Revised, 1897.*

TORONTO:
BAPTIST BOOK ROOM, 9 RICHMOND ST. WEST,
1897

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## Introduction.

The one supreme business of the Church of Christ is the "discipling of the nations." No believer in the Lord Jesus Christ is exempt from this appointed service. Whether he goes into the far field or remains at home he is under equal obligation to his Redeemer and Lord to give his life to this service. Those abroad and those at home are to share with each other whatever burdens are involved in the earnest effort to "preach the gospel to every creature."

The infinite spiritual interests involved in this work, and the motives and forces essential to its efficient prosecution ought ever to be paramount in our thoughts. Whether at home or abroad, providing the means or proclaiming the tidings, all alike need the indwelling and enduement of the Spirit of God. Candidates for service in the field should offer their service only as they are moved by a sense of a divine call to the work. None have the right to regard themselves as true, intelligent followers of Jesus who do not realize a divine call either to go into the field or to provide the means to sustain efficiently in the work those who are called to go. In all there should be the clear consciousness, "the love of Christ constraineth us." For His sake the missionary should be willing to endure

hardships and make sacrifices. So also should those who remain at home. The prevalence of this spirit will insure harmonious and helpful relations between the missionaries themselves, and between them and the Board and those whom the Board represents.

While this Manual is restricted chiefly to matters of business relations between the Board and the missionaries, the fact is not overlooked that cordial and effective co-operation depend less on formal rules than on the common experience of the divine grace that inspires mutual forbearance and confidence, and instils in the soul a self-forgetting enthusiasm for Christ.

## The Board.

"The Foreign Mission Board of the Baptist Convention" was incorporated by Act of the Dominion Parliament, passed in 1889, in succession to the Baptist Foreign Missionary Society of Ontario and Quebec. Its members are appointed by the Baptist Convention of Ontario and Quebec, a body composed strictly of delegates representing the associated Baptist Churches of the two Provinces. It is composed of twelve members elected directly by the Convention, and one member from each of the Associations of the body, appointed by the Convention on nomination of his Association, together with the General Secretary, ex-officio. Its officers are a Chairman, a Vice-Chairman, a Secre-

tary, a Treasurer, and an Executive Committee of nine members. Its object is "the prosecution of mission work outside of Canada," and it is required to make a report annually to the Convention on the work under its care.

## Women's Boards.

Auxiliary to the General Board are two Women's Societies—the Women's Foreign Missionary Society of Ontario and the Women's Foreign Missionary Society of Eastern Ontario and Quebec. These societies were organized in view of the imperative need of women's work for women because of the peculiar social conditions in India. They make it their aim not to draw off into their treasuries funds that would have gone into the general work. The understanding is that all offerings from churches, Sunday-schools, and young people's societies, should be sent to the General Board, and that offerings from the women's circles, children's mission bands, and junior young people's societies, should go to the Women's Societies. These Societies not only provide for the support of the single lady missionaries and the Bible-women on the field, but also appropriate from their funds for certain departments of the general work which they select.

Young ladies who are candidates for missionary service should make their applications to one or other of these societies. Though they refer their appointments to the General Board for ratification,

all the initiatory steps towards the appointment are taken by them.

The Women's Home and Foreign Missionary Society of Manitoba and the North-West is also very cordially co-operating in the work as an auxiliary, making provision for the support of one of the missionary families on the field, and for this purpose, receiving offerings from the churches in addition to income from other sources.

## Candidates.

1. Candidates for appointment to the Foreign field, in making application to the Board, should use the regular form, which will be provided by the Secretary upon request.

2. The Board will not consider the application of a candidate who is not a member in good standing of a Regular Baptist Church.

3. Unless under exceptional circumstances no application will be considered when the age of the candidate exceeds thirty years.

4. Candidates should furnish testimonials from their pastors and others as to their history, character, fitness for the work, and any other facts known to them which may have a bearing on their appointment.

5. Though no precise standard is set, the Board will require the candidate to produce evidence of satisfactory educational fitness.

6. The candidate is required to furnish from a

physician approved by the Board a medical certificate of physical fitness according to the form provided by the Board. If the candidate is married he must furnish a similar certificate of his wife's good health, or if engaged to be married such a certificate of the good health of his affianced.

7. The Board reserves to itself the right of recalling missionaries, or of revoking their appointment, for reasons which it deems sufficient to justify that course, and which are to be duly recorded in the minute directing such recall or making such revocation. After the connection of missionaries with the Board has been terminated, no payments will will be made, on their account, unless by special agreement.

## Financial Provision.

8. No outfit grant is now made to a candidate under appointment of the Board, but, if desired, on first appointment, an advance up to the amount of $300 for a married missionary and up to $150 for an unmarried missionary, (male or female), will be made, and the amount thus advanced will be deducted in equal instalments from the salary of the first three years.

9. The Board will provide heavy furniture for the mission houses to an amount not exceeding in cost $75 in the case of a house occupied by a married missionary, and not exceeding $50 for a house to be occupied by an unmarried missionary. The mission-

aries in Conference shall determine what articles are to be purchased, and the purchases shall be made by a committee of the Conference.

10. No salary is allowed while on the way to or from the mission field, but the actual passage money and reasonable travelling expenses will be provided by the Board.

11. The salary of a married missionary in India is at the rate of $800 per year for the first two years after reaching the field: $1,000 per year for the next five years: and subsequently at the rate of $1,200 per year. The salary of an unmarried man is at the rate of $500 per year for the first two years: thereafter at the rate of $600 per year, unless he is in charge of a separate station, in which case his salary is $750. The salary of an unmarried woman is at the rate of $500 per year.

12. No additional grants are made to meet the expense of medical attendance or health trips.

13. The Board pays the expense of the journey of the missionary from his home to his station by a direct route. If that is deviated from so as to involve increased outlay, the increase must be met by the missionary.

## The Missionary on the Field.

14. While on the field, under the appointment of the Board, it is expected that the time of the missionary will be devoted exclusively to the work of the mission.

15. It is the policy of the mission, in line with the great commission of our Lord, before everything else, to preach the Gospel to the unevangelized and unsaved. Every other department of work, whatever its importance and seeming need may be, is to be subordinated to this supreme purpose of discipling the nations. Those who give evidence of having truly received the Gospel, and those only, are to be baptized, organized into churches, and trained to self-support, self-government, and church extension. This will necessitate, under the conditions existing in India, the providing of Christian schools of various grades for the converts and their children, the providing of Christian literature, and the adoption of suitable means for the material improvement of the people. Medical work should have, so far as medical skill on the staff makes it possible, the same place that healing had in the ministry of the Lord Jesus, a place of importance but subordinate to the great spiritual work of the Gospel.

16. With the sanction of the Board the missionaries in India are organized as a Conference. This Conference is composed of all the missionaries on the field and the wives of the missionaries. It meets semi-annually. All members stand on an absolute equality. The Conference makes its own rules and regulations, which the home Board does not assume to supervise, providing they do not contravene its general policy. While due liberty is accorded each missionary in the prosecution of his or her individual work, yet, so far as practicable, all mission work

is to be carried on with the knowledge and approval of fellow-missionaries. The powers of the Conference are deliberative and advisory; authoritative action rests with the Board. The Board does not surrender its power and privilege of acting at any time independently of the Conference, yet it deems it unwise, (unless under very exceptional circumstances), to deal with the individual missionary on the field apart from the advice of the Conference. As a rule, assignments to stations, opening of new stations, appropriations for the work, granting of furloughs, etc., are made by the Board upon the recommendation of the Conference. No missionary may expect the Board to consider estimates for the work on his or her field unless they come with the endorsement of the Conference.

17. When he has reached the field the missionary is to make it his or her first business to acquire a good working use of the language of the people among whom he is to labor. No missionary is to be put in full charge of independent vernacular work until he or she has passed successfully three examinations. The first of these examinations is to be passed at the end of the first year in the country; the second and third at such time or times within the second year as the Examining Committee may, upon the request of the candidate, appoint. The Examining Committee shall be appointed by the Conference of Missionaries, unless for any cause the Board at any time should think it wise to exercise its right to make the appointment. The curriculum

shall be fixed by the Examining Committee, of which notice shall be duly given for the information of candidates.

18. When in charge of a field the Missionary is expected to use with wise economy the means committed to his trust in the appropriations made. As far as practicable the money should be used for the specific object for which it was appropriated. If, however, exigencies subsequently arise that make it obviously expedient in the best interests of the work to transfer what has been appropriated for one specific object of the general work to another the missionary is at liberty to do this. In such a case he or she is expected to state the reasons for the change in the semi-annual financial report. The Board regards it inadvisable that such transfers should be made from the general work to expenditures on property. Moneys appropriated and remaining unexpended at the end of the fiscal year should be reported to the Treasurer in India, and by him placed to the credit of the Board.

19. One of the missionaries is appointed by the Board Treasurer in India. The Treasurer of the Board remits to him month by month a proportionate sum of the total amount appropriated to India, and he distributes it among the missionaries in accordance with the appropriations made. He is required to present to the Board semi-annually a statement of receipts and disbursements, duly audited by auditors appointed by the Conference. Each missionary also is required to send to the

Board, through the Treasurer in India, a statement of his or her receipts and disbursements itemized according to appropriations made.

20. Each missionary is expected to submit to the Board quarterly a report of his or her field work, presenting statistics according to a form provided. He is expected also to send a report at the end of each year giving a brief review of the work.

21. It is of the utmost importance where there is more than one worker of the mission staff at a station that the most cordial relationship should be maintained in the conduct of their several departments of the work. The single lady missionary should aim at doing her work along lines in harmony with the methods and general policy of the missionary in charge of the field, and he, in turn, should accord the most generous consideration to her thoughts and plans touching the work of her department.

22. The missionaries may avail themselves of the professional services of a physician on the Mission staff for themselves and their families at no further cost to them than his travelling expenses and the price of the medicines used. It rests with the medical missionary, however, in every such call upon him, to decide, in view of all the circumstances, whether he should respond to the call or not. The Board has confidence that in deciding the matter he will consider, on the one hand, the claims of his own field upon his time and strength, and on the other hand, the difficulty and heavy expense members of

the staff might have in obtaining other medical advice in their locality, and also the serious effects upon our enterprise should want of proper medical advice result in impairment of health.

23. The Board will not act on charges touching the Christian character of a missionary until they have first acquainted him with the charges made, and given him ample opportunity for explanation and defence. Should he be ultimately judged unworthy of employment, the Board may dismiss him from its service, but in no case will the Board assume the right to use disciplinary process.

24. When a missionary receives money direct from churches, Sunday-schools, circles, bands, or individuals for work on his field (except when it is an amount donated by an individual specifically for work outside the regular appropriations), he should send a receipt for the amount to the Treasurer in India, who shall thereupon enter the amount in the account of the appropriations made to that field, and report the same to the Treasurer of the Board, that it may be deducted from the remittances on account of appropriations. Amounts contributed specifically should also be reported to the Treasurer for his information, unless the donor desires otherwise.

25. It is expected that the missionary will make no appeal for pecuniary aid to any part of the home constituency without the express permission of the Board. As he looks to the Board for support in the work, he should not tap the Board's source of supply.

## Furloughs.

26. It is expected that, unless in case of necessity, no furlough will be asked until after seven years of service.

27. Applications to the Board for furlough must have the approval of the missionaries in Conference, or, in case of special emergency between sessions of Conference the written endorsement of the rest of the missionaries individually.

28. When furlough is granted the salary of the missionary ceases on his leaving the field, but passage money and other reasonable travelling expenses for the journey home are provided by the Board.

29. Furlough is for one year only unless the Board deems it wise and needful that the time should be extended. The circumstances under which the missionary is at home make it necessary that an allowance for his support should be provided. After very careful consideration the following allowances have been fixed: for a married man, $750 per year, with an addition of $50 for each child to the number of five, $1000 being the maximum in any case; for a single man, $400 per year; and for a single lady, $300 per year.

30. The information the missionary on furlough gives the people at home, as his strength may warrant, is expected to result in a more intelligent and quickened interest in the work abroad. In his work at home he is to be under the direction of the Board.

31. On his return to the field at the expiration of

his term of furlough, the missionary is entitled to resume his previous work, unless his absence from the field has exceeded 21 months, or unless upon representations of the Conference the Board considers his resumption of his former work inexpedient.

### Specific Designation of Funds.

32. The designation of offerings by donors for the support of native workers specially assigned to them, and from whom they expect to hear from time to time, has been found a barrier in the way of cultivating the spirit and exercise of self-support in the native churches. When the people know that the support of their worker is definitely provided for from the home-land the pressure for self-support is not felt. Therefore upon the recommendation of the Conference of Missionaries in India the Board does not encourage such special designation of offerings for native preachers or teachers. The entire support of some of the workers is being now provided by the native churches, and in other cases the partial support. Quite an amount is still required to supplement what the native Christians are able to raise for the support of their pastors and teachers. Toward what is needed for this purpose those who have a special desire to support native workers may contribute specifically. There is no objection to the designation of offerings for the support of specified students in the Seminary in training for preachers and teachers, and the designation of offerings for

the support or partial support of a specified missionary will be acceptable.

### Appropriations.

33. The Board has adopted, with the approval of the Convention, the policy of limiting the appropriations for the work for the ensuing year to an amount not in excess of the actual receipts of the preceding year. This does not prevent the meeting of unseen emergencies that may arise during the course of the year. An appropriation for some pressing need may be made beyond the limitation set provided special offerings that will not diminish the regular income are made for it.

### Property of the Board.

34. None of the property of the Board is to be mortgaged or assigned for any debt. All property given or purchased for its use shall, with the least possible delay, be transferred to a trustee or trustees for it. Where practicable the property of the Board in India shall be held in trust for it in the name of the Treasurer in India at the time of its purchase or transfer, "or his successor in office." Title deeds shall be duly recorded according to the provisions of the Government of the country, and copies of the same, with diagrams, shall be forwarded to the Treasurer of the Board.

35. The ordinary repairs of mission buildings shall be included in the [illegible]ral estimates, but no enlargement or material alteration shall be made without the specific concurrence of the Conference and the sanction of the Board.

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